

# Employer Outreach



## How to help your Soldiers/Airmen succeed with their civilian Employers:



### # 1 – Encourage Soldiers/Airmen to nominate their employers for ONG 2013 Joint Employer Events:

Woodlawn/Springfield	Mar 19
Camp Perry/Toledo	May 15
Camp Ravenna/Mansfield	Jul 10
Rickenbacker	Sept 5

### Why this is important:

- We consistently receive feedback on how this greatly increases their understanding and support for the service member and mission.
- Of our 8 employer events last year, 52% of attending employers expressed interest in providing additional support for the ONG; to include hiring additional service members.
- These employers are invited to participate in the Ohio National Guard Employer Advisory Council, receive emails containing important information about the ONG and are considered for future special employer events.



*"When Called, We Respond with Ready Units"*

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**# 2 – Encourage Soldiers/Airmen to attend their service-focused portion of the Joint Employer Events with their employer.**

**# 3 – Refer employers to Capt. Nicole Ashcroft for any questions/concerns. The ONG Employer Outreach Office is their “One Stop Shop” for everything from hiring to locating a Soldier’s/Airman’s orders.**

E-mail: [nicole.l.ashcroft.mil@mail.mil](mailto:nicole.l.ashcroft.mil@mail.mil)  
Office: 614-336-7077

**# 4 – Share this briefing with subordinates.**



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## How to help your Soldiers/Airmen succeed with their civilian Employers:

### # 5 – Distribute the electronic “Succeeding at Work” brochure to service members:

This brochure was developed to help members of the Ohio National Guard incorporate the demands of their military career with the needs of their civilian workplace. Our ready teams are comprised of many who do not wear the uniform, employers, families and community members.

We hope that you will use some of the enclosed tips to:

- Balance the challenges of your military career.
- Help your civilian employer feel more a part of our team.
- Build a long-term successful relationship with your civilian employer and co-workers.

Good relationships with employers enable you to reach your career goals.



*"Studies show that keeping your job and building good relationships with your employer builds post-deployment resiliency."*

Dr. Jeremy D. Kaufman,  
Ohio National Guard Director  
of Psychological Health

### Succeeding at Work



#### Ways to improve your workplace relationships.

##### Collaborate and communicate:

- Be honest and forthright about your military career, remembering your military core values.
- Consider your employer's point of view, especially when you are thinking about voluntary deployment.
- If being involuntarily deployed, communicate the mobilization process expectations and dates with your employer as soon as possible.

##### Ask yourself:

- Is there a better time to volunteer based upon the seasonal demands of your civilian job?
- How would you respond to your deployment request if you were in your employer's shoes?
- If possible, plan early, carefully considering deployment timing with commanders. Minimize short notice and no-notice military absences.
- Anticipate employer questions and provide answers.

##### During deployments:

- Keep in touch with supervisors, human resource office and co-workers through email, photographs, etc.
- Express interest in your workplace.
- Provide approximate return dates.



##### Post deployment:

- Tell your deployment story as your comfort permits.
- Explain how you are doing and ask for help as needed.
- Ask about what has changed at work and about your employer's needs.
- Make it possible for information to be sent to your employer by keeping the ESGR Civilian Employer Information database current.

##### Show appreciation:

- Say thank you as often, and in as many ways, as appropriate.
- Nominate your employer for the ESGR Patriot Award and higher level awards as you deem appropriate.

##### Educate your employer about the Ohio National Guard:

- Invite your employer to a Joint Employer Event.
- Include your employer in unit activities as appropriate.



The Adjutant General

Major General  
Deborah A. Ashenhurst

Dear National Guard Member:

Thank you for the selflessness you demonstrate through your service to Ohio and the nation. Your dedication and commitment, along with the other members of the Ohio National Guard, provide the assurance of safety, security, and support to our fellow citizens. I recognize and appreciate the sacrifices made by you, your employer, and your family.

Employers are an important part of America's national security team. Their understanding, loyalty, and support help the Guard stay ready. This support also significantly contributes to you and your family's well-being. Let's work together to keep them on our team!

This brochure provides recommendations about how to cultivate and maintain strong relationships with your employer. I ask you to consider carefully these best practices as you proactively manage this important relationship. Communicating with your employer in a forthright, considerate, and timely manner helps you and the Ohio National Guard.

I appreciate your steadfast commitment and tireless contributions.

Sincerely,

*Deborah A. Ashenhurst*  
Deborah A. Ashenhurst  
Major General  
The Adjutant General



#### Ohio National Guard Resources

State Family Programs Office  
(800) 589-9914

Region 1 Akron/Canton (Prompt 1)  
Region 2 Chillicothe/Portsmouth (Prompt 2)  
Region 3 Cincinnati (Prompt 3)  
Region 4 Kettering (Prompt 4)  
Region 5 Bowling Green (Prompt 5)  
Region 6 Columbus (Prompt 6)

Military Family Life Consultants  
(614) 336-6000 Ext 1413 or  
(614) 336-7479

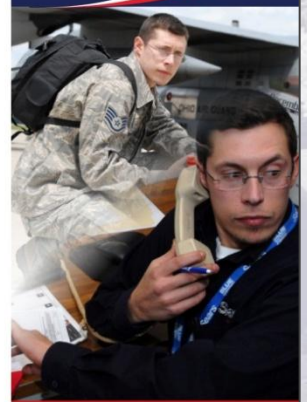
OHIOCARES  
(800) 761-0868

Transition Assistance Advisors  
(614) 336-7152

Military One Source Consultation  
24/7 (800) 342-9647

Employer Support of Guard and Reserve  
(614) 336-7444

Employer Outreach Coordinator  
Capt. Nicole Ashcroft  
(614) 336-7077



**Succeeding  
at Work**

### Why this is important:

- Provides Soldiers/Airmen with information on how they can directly impact their success at work.

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## How to help your Soldiers/Airmen succeed with their civilian Employers:

# 6 – Encourage Soldiers/Airmen to nominate their employers for ESGR Awards:

Freedom Award  
&  
Patriot Award



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## **Contact Information:**

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